

BITCI Leaders' Group: Social Cohesion Meeting Note Wednesday 8th November 2018

Participants:

- Sinead Patton, Chief Finance and Commercial Officer, **Veolia (Chair)**
- Jim Rea, IR Manager, **CRH**
- Oonagh O'Reilly, NBS Programme Director, **Eir**
- Ken Scully, Head of Ireland, **M&S**
- Mark Coyne, Project Development Director, **Veolia**
- Aine Murray, Head of Marketing, **Veolia**
- Julianne Elliot, CSR UK & Ireland, **Veolia**

- From **Business in the Community** and **UCD**:
 - Bernadette Phelan, Head of Advisory Services, **BITCI**
 - Louise Murray, Senior CR Adviser, **BITCI**
 - Dr Margaret Crean, **UCD School of Education**
 - Aideen O'Dochartaigh, **UCD Michael Smurfit Business School**

Discussion Points:

- Thinking about inequality - Dr Margaret Crean, UCD School of Education
- Shared experiences – business participants shared information on programmes they have supported.

Agreed focus:

1. Three target areas for social cohesion are:
 - a. Graduates and Apprentices
 - b. At risk children who are in formal education (from previous discussions, focus to be on primary level)
 - c. Groups at risk from social exclusion (lone parents, travellers, disability, elderly)
2. **Action #1** - Map and share best practice amongst Leader Group
 - a. Bernadette & Louise to develop list of questions as an interview prompt for each member company to identify what is working well and what can be shared
3. **Action #2** - Research blockers to hiring from socially disadvantaged groups
 - a. Identify what are the unconscious biases that sustain this lack of inclusion
 - b. Where are the structural blockers?
 - c. What prior research has been done on identifying these blockers and how they can be undone?
 - d. What prevents companies from hiring from the full spectrum of educated to uneducated?

- e. Scope out what academic research should be commissioned, and to what timelines
 - f. Mark and Ken Scully to lead the above and feedback to the group, with a view to feeding back to the social cohesion group and the wider group before the Feb '18 roundtable meeting
4. **Action #3:** Aine to meet Dress for Success (targets women who are outside of the workforce) to see how they might be able to help our understanding of this group's needs

Expectation for work to be complete is prior to 2018 academic year

5. **Action #4** - In addition to the above agreed actions, the **CEO Leaders Group** at their meeting in September requested this subgroup to contact a new DCU initiative for trainee teachers led by Dr Anne Looney, Executive Dean and explore how this could be levered, together with looking at a new initiative by Bank of America & Google. BITCI & UCD to lead on this and feedback to the group.